

Minutes of the meeting of the Human Resources Committee of the Board of Directors of the Cook County Health and Hospitals System held Thursday, October 29, 2009 at the hour of 7:30 A.M. at John H. Stroger, Jr. Hospital of Cook County, 1901 W. Harrison Street, in the fifth floor conference room, Chicago, Illinois.

I. Attendance/Call to Order

Chairman Zopp called the meeting to order at 7:35 A.M.

Present: Chairman Andrea L. Zopp and Directors Quin R. Golden; Sister Sheila Lyne, RSM and Jorge Ramirez (4)

Chairman of the Board Warren L. Batts (Ex-Officio) and Director Hon. Jerry Butler

Absent: Director David Carvalho (1)

Additional attendees and/or presenters were:

Karen Dimond
William T. Foley
Jeanene Johnson
Patricia Kelleher, MD
Roz Lennon

Elizabeth Reidy
Deborah Santana
Deborah Tate
Anthony J. Tedeschi, MD, MPH, MBA

II. Public Speakers

Chairman Zopp asked the Secretary to call upon the registered speakers.

The Secretary called upon the following registered public speakers:

1. Leslie Curtis	Midwest Director, National Nurses Organizing Committee
2. George Blakemore	Concerned Citizen
3. Regina Ellis	Representative, National Nurses Organizing Committee

III. Report from System Director of Human Resources

Deborah Tate, Director of Human Resources for the Cook County Health and Hospitals System, introduced Dr. Patricia Kelleher, of Employee Health Services.

Dr. Kelleher presented an update on employee H1N1 influenza vaccination efforts. She provided information on the final policy that was approved for this purpose; this policy mandates influenza vaccinations for all employees. The only exception to this is for medical contraindications.

Dr. Kelleher stated that throughout the System they planned for ample vaccine supply, however, there has been a delivery issue. As a result, they have revamped the program to respond to that issue. Instead of running mass vaccination clinics, they have focused on the highest-risk employees. To date, they have vaccinated 1,826 employees, or 24% of the employee group. This represents 14% of their goal to vaccinate 13,000 individuals that are considered health care workers in the System (7,700 of which are budgeted positions).

Director Ramirez inquired whether a meeting was held with the unions on the subject of the final vaccination policy. Mr. Foley responded affirmatively, stating that a meeting was held after the matter was remanded back from the Board to the Quality and Patient Safety Committee, and prior to that Committee's approval of the final policy.

III. Report from System Director of Human Resources (continued)

Ms. Tate provided an update on the following:

- Recruitment efforts

Ms. Tate stated that with regard to filling the position of Director of Human Resources at John H. Stroger, Jr. Hospital of Cook County, she made an offer last week to a candidate but the offer was declined. Therefore, she will continue recruitment efforts for that position.

- Update on MedAssets

Ms. Tate stated that within three to four weeks, they will be able to post job opportunities on behalf of MedAssets on the System's website. This is in response to an earlier inquiry by Director Golden, in which she asked whether the System is posting information on their website relating to open positions located at the System for which MedAssets is hiring.

- Lawson implementation and negotiation process

Ms. Tate provided an update on the Lawson implementation and negotiation process. Information on employee programs, health systems and the pension system is needed from the County's Bureau of Human Resources so that it can be loaded into the system. She is contacting the Bureau Chief, Joseph Sova, to see if a team of his staff can meet with Lawson representatives to resolve the issue.

With regard to the negotiation process, Ms. Tate stated that AFSCME has requested a federal mediator because they have concerns that the System is not moving forward with an economic package.

- Rebalancing

Ms. Tate provided an update on the process of rebalancing. She stated that on October 21, 2009, 335 affected employees received letters on this subject. Additionally, notification packets were sent to the unions via certified mail for delivery on the same day; this information was also faxed to them that morning. Prior to talking to employees on Wednesday, meetings were held on Tuesday with the Chief Operating Officers and the management team to explain the process for the following day, to review the communication tools, to define the roles and expectations for each of the leaders, and to answer any questions.

In early December, there will be a System-wide lay-off meeting for displaced employees, so that they will be able to look at other opportunities for positions in the System. Ms. Tate provided information on the outplacement mechanisms that will be used to assist the displaced employees. The Illinois Department of Commerce and Economic Opportunity is scheduled (tentatively for December 15, 16 and 17) to come in at Stroger, Provident and Oak Forest Hospitals. Some of the services that will be included are career counselors to provide assistance with resume development, and assistance with applications for state and government-assisted programs. She added that there may potentially be some educational funding programs available.

IV. Recommendations, Discussion/Information Items

A. Update and discussion of pending information requests

Chairman Zopp stated that there were no pending information requests at this time.

V. Action Items

A. Any items listed under Sections IV and VI

VI. Closed Session Discussion/Information Items

**A. Discussion of personnel matters
B. Update on labor negotiations**

Director Golden, seconded by Director Ramirez, moved to recess the regular session and convene into closed session, pursuant to the following exceptions to the Illinois Open Meetings Act: 5 ILCS 120/2(c)(1), which permits closed meetings for consideration of “the appointment, employment, compensation, discipline, performance, or dismissal of specific employees of the public body or legal counsel for the public body, including hearing testimony on a complaint lodged against an employee of the public body or against legal counsel for the public body to determine its validity,” and 5 ILCS 120/2(c)(2), regarding “collective negotiating matters between the public body and its employees or their representatives, or deliberations concerning salary schedules for one or more classes of employees.” THE MOTION CARRIED UNANIMOUSLY.

Chairman Zopp declared that the closed session was adjourned. The Committee reconvened into regular session.

VII. Adjourn

Director Golden, seconded by Director Ramirez, moved to adjourn. THE MOTION CARRIED UNANIMOUSLY AND THE MEETING ADJOURNED.

Respectfully submitted,
Human Resources Committee of the
Board of Directors of the
Cook County Health and Hospitals System

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Ms. Andrea Zopp, Chairman

Attest:

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Deborah Santana, Secretary